



DEPARTMENT OF THE ARMY
UNITED STATES ARMY JAPAN
UNIT 45005
APO AREA PACIFIC 96343-5005

APAJ-GA

6 JAN 2019

COMMAND POLICY MEMORANDUM 18-08

FOR SEE DISTRIBUTION

SUBJECT: Sexual Harassment/Assault Response and Prevention (SHARP) Program Policy

1. References:

- a. AR 600-20, Army Command Policy, Chapter 7 and 8, 6 November 2014.
- b. ALARACT 299/2013 Army Responsibilities, Roles, Procedures, and Authorities for Responding to Sexual Assault Allegation, 8 November 2013.
- c. Army Directive 2015-10, Sexual Assault Incident Response Oversight (SAIRO) Report, 24 February 2015.
- d. USARPAC OPORD 14-08-043, 150008Z, August 14, Screening of Sexual Harassment/Assault Response and Prevention Program (SHARP) Personnel and Others in Identified Positions of Significant Trust.
- e. Army Directive 2018-23, Improving the Effectiveness of Essential and Important Army Programs: Sexual Harassment/Assault Response and Prevention, Equal Opportunity, Suicide Prevention, Alcohol and Drug Abuse Program, and Resilience.
- f. USARPAC Sexual Harassment/Assault Response and Prevention (SHARP) Policy Memorandum 16-09.

2. Purpose: To establish the SHARP Program Policy.

3. Applicability. This policy applies to all U.S. personnel attached, assigned or OPCON to United States Army Japan (USARJ).

4. This policy reinforces the USARJ commitment to provide a safe environment for all members of the command. This policy promotes a command climate that encourages victims to report incidents of Sexual Harassment (SH) and Sexual Assault (SA) without fear, retribution, or intimidation. Soldiers are our most valuable asset and the cornerstone to our combat readiness. SA is a crime and will not be tolerated.

a. The SHARP program emphasizes USARJ's commitment in eliminating incidents of SH and SA. SH and SA have **NO** place in the Army, it is incompatible with the Army Values and degrades mission readiness. USARJ is fully committed to the Army's SHARP Program and all leaders are required to take personal responsibility in preventing SH and SA within this command.

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b. There is no such thing as a “bystander” when ensuring readiness within USARJ. Everyone is accountable in this effort to instill and model the highest standards of honesty, integrity, respect, and institutional values. Readiness is USARJ's top priority--one assault is one too many.

5. Definitions.

a. SH is defined as unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career; or submission to or rejection of such conduct by a person is used as a basis for career employment decisions affecting that person or such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

b. SA is a crime defined as intentional sexual contact, characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. As used in this policy, the term includes a broad category of sexual offenses including, but not limited to, the following specific Uniform Code of Military Justice (UCMJ) offenses: rape, sexual assault, aggravated sexual contact, or attempts to commit these offenses.

6. The prevention of SH and SA is the responsibility of every member of USARJ. USARJ is totally committed to creating and maintaining an environment free of SH and SA and therefore direct every leader, Soldier, and Civilian to actively participate in continuous SHARP training at commanders' discretion and adhere to our comprehensive efforts centered on enhancing awareness, prevention, education, victim advocacy, response, reporting, and accountability.

7. For assistance with reporting incidents of SH and reports of SA, contact the USARJ 24/7 SHARP Hotline; Mainland Honshu at 090-9395-8909; Okinawa at 090-6861-8447.


VIET X. LUCNG
MG, USA
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